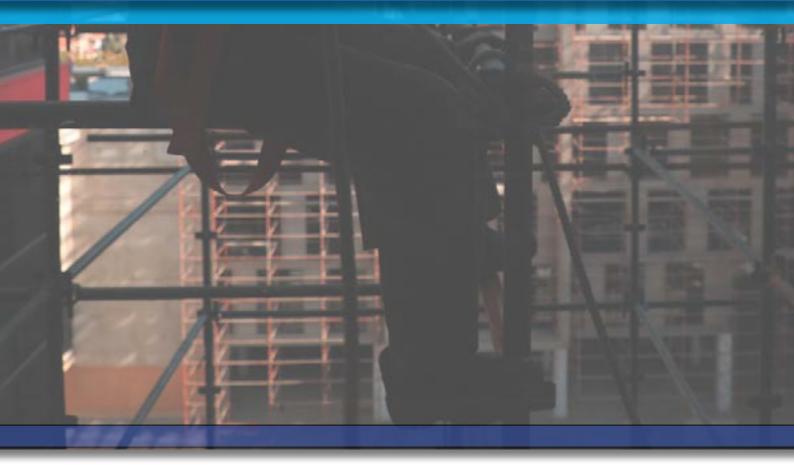
# WORK PERMITS HOLDERS FOURTH QUARTER 2022



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# **WORK PERMITS HOLDERS FOURTH QUARTER 2022**

#### **WORK PERMITS HOLDERS – FOURTH QUARTER 2022**

This stats brief presents a summary on characteristics of expatriates who held valid work permits as at the end of December 2022.

The brief is produced through a collaborative process with the Department of Labour and Social Security who issue work permits. Copies of the approved work permits are forwarded to Statistics Botswana for capture and analysis.

Information on work permit holders gives an indication of the posts which are occupied by foreigners for monitoring progress in localization. Presentation of statistics on work permit holders by occupation and industry gives an indication of jobs currently held by non-citizens which informs on the skills and sectors where expatriate recruitment continues to be needed. The information is also useful to researchers, planners and policy makers in the country.

The results presented in this brief show an increase in work permit holders from 3,680 in September 2022 to 3,850 in December 2022 an increase of 4.6 percent. The Agricultural sector continues to record the majority of work permit holders with 22.4 percent followed by Education with 17.2 percent. Work permit holders by age group showed that overall, the majority of work permit holders fell in the age group 40-44 years at 17.0 percent, followed by age groups 45-49 and 35-39 recording 16.0 percent and 15.5 percent respectfully.

I thank you

Dr Burton Mguni Statistician General March 2024



#### 1.0 INTRODUCTION

A work permit represents an authorization issued by the Department of Labour and Social Security allowing nationals of other countries to work legally in a country. Entries on the work permit show the reasons for issuing the permits. The main reasons for issuing such permits are employment, education, family, and other reasons. The analysis of permits in this brief is confined only to work permits, drawn from National administrative registers and databases.

The Department of Labour and Social Security issues work-permits, and copies of such issued work-permits are forwarded to Statistics Botswana to be analysed. Although all work permit forms received by Statistics Botswana for a specific quarter are processed and entered into the data base, others arrive after the publication of the stats brief, and are thus captured for analysis for the subsequent publication.

The profile of work permit holders at country level, reflects the specific skills which may be in short supply among the nationals. In addition, it may show the prevailing economic and employment opportunities which attract foreigners into the country.

Six graphical presentations are given; Figures 1 & 2 presents work permit holders by Nationality, Figures 3 & 4 depicting work permit holders by industry and occupation respectively. Figures 5 & 6 illustrate the trend of total work permit holders and employee work permit holders respectively. More detailed information is presented in the tables attached.

#### 2.0 TOTAL WORK PERMIT HOLDERS

**Table 1.1a** provides information on the total number of work permit holders. There were 3,850 valid work permit holders as at end of December 2022. Among the work permit holders, Employed persons accounted for 77.0 percent (2,965), while Self-employed persons accounted for 23.0 percent (885). Overall, there were more male than female permit holders, at 71.2 percent and 28.8 percent, respectively (See Table 1.1a).

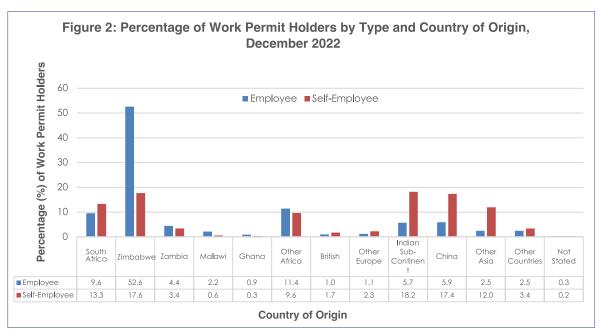
Employee work permit holders consist of those holding new work permits and those whose work permits have been renewed. As presented in **Table 1.4a**, there were 2,212 new employee work permit holders, compared with 753 who held renewed permits. In both categories, males constituted a higher proportion of work permit holders.

For new work permit holders, out of the 2,212 (74.6 percent), males accounted for 1,596 (53.8 percent) and 616 (20.8 percent) were females. In the renewed category, out of the 25.4 percent, males accounted for 16.5 percent and females 8.9 percent, respectively, of the total employee work permit holders.

**Table 1.7** shows quarterly work permits holders by industry and sex from the first quarter of 2022 to the fourth quarter of 2022. The data shows a slight increase over the period. Between March 2022 and June 2022, total work permit holders increased by 169 persons, from 3,632 in March 2022 to 3,801 in June 2022, an increase of 4.7 percent. However the Total work permits decreased by 121 persons from 3,801 in June 2022 to 3,680 in September 2022, a decrease of 3.2 percent. Total work permits further increased by 170 persons from 3,680 in September 2022 to 3,850 in December 2022, an increase of 4.6 percent.

**Figure 1** and **Table 1.1b** shows that Zimbabwe continues to have the highest proportion of work permits compared to other countries, accounting for 44.5 percent (1,715), followed by Other African countries at 11.0 percent (422).



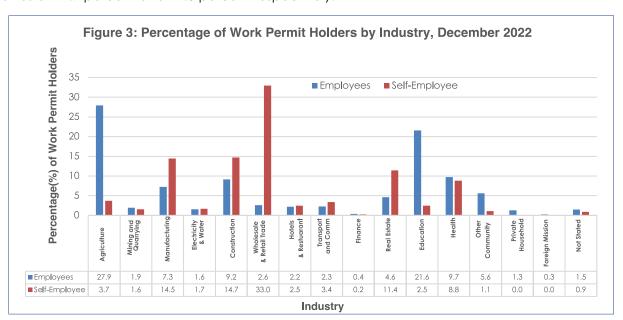


#### 3.0 WORK PERMIT HOLDERS BY AGE GROUP

The age distribution of work permit holders showed that the highest number was recorded in the 40-44 age group at 17.0 percent, followed by the 45-49 and 35-39 year age groups recording 16.0 and 15.5 percent respectively. For the Self –employed category, age group 45-49 had the largest share with 143 permit holders (16.2 percent) followed by the 40-44 age group with 130 permit holders (14.7 percent). In the Employee work permit holder's category, the 40-44 age group stood at 525 permit holders (17.7 percent) followed by the age group 35-39 with 487 permit holders (16.4 percent), see **Table 1.2a & 1.2b**. There were 969 work permit holders in the youth age group (15-35) which accounted for 25.2 percent of the total work permit holders.

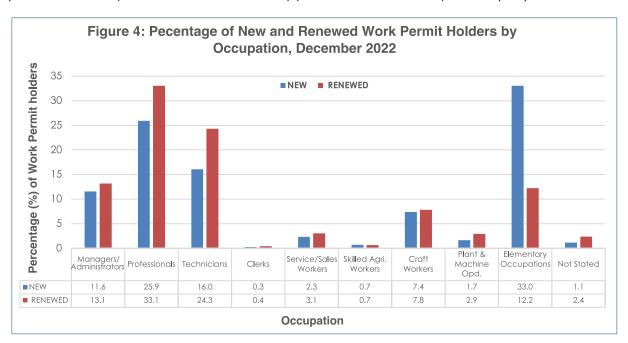
#### 4.0 WORK PERMIT HOLDERS BY INDUSTRY

**Table 1.3a** and **Figure 3** present the distribution of Employee and Self Employee work permit holders by Industry. The highest proportion of work permit holders were registered for Agriculture with 22.4 percent, followed by Education at 17.2 percent and Construction with 10.4 percent. Agriculture also recorded the highest proportion of Employee work permit holders category with 27.9 percent, followed by Education with 21.6 percent. For the Self-employed work permit holders category, Wholesale and & Retail Trade was above other industries, recording 33.0 percent of work permit holders, followed by Construction and Manufacturing industries at 14.7 percent and 14.5 percent respectively.



#### 5.0 WORK PERMIT HOLDERS BY OCCUPATION

Employee Work permit holders (New and Renewed) by occupation is shown in **Table 1.4a**, **1.4b** and **Figure 4**. The tables show that Elementary Occupations recorded the highest proportion of work permit holders at 27.8 percent (823) followed by Professionals with 822 persons (27.7). Furthermore, the majority of new permit holders were recorded in the Elementary occupations category, accounting for about 33.0 percent (733 persons) of all new work permit holders, followed by professionals with 25.9 percent (573).



#### 6.0 EMPLOYEE WORK PERMIT HOLDERS BY TRAINING

The distribution of employee work permit holders by training and sex is presented in **Table 1.5a** and **1.5b**. It can be observed from the tables that the proportion of employee work permit holders who had "No training" accounted for more than one third of all employee work permits at 42.4 percent(1,257 persons) followed by Degree holders at 35.3 percent (1,047 persons). Diploma holders accounted for 16.2 percent (479 persons) which is less than a quarter of employee permits, while Certificate holders contributed 6.1 percent (182 persons) of employee work permit holders.

**Table 1.6a** & **1.6b** shows that, the largest number of employee work permit holders were trained for Education programs at 345 persons (11.6 percent) followed by those trained for Medicine and Health related programs with 276 persons (9.3 percent) and Engineering & Allied related programs with 229 persons (7.7 percent). Mass Communication & Documentation as well as Transport and communication programs both recorded the lowest share of 7 Persons (0.3 percent) each.

#### 7.0 TREND OF TOTAL WORK PERMIT HOLDERS

**Table 1.8**, and **figure 5** below show trends in work permit holders from the year 2013 to 2022. There was a significant decrease in work permit holders between the year 2013 and 2016, from 7,209 to 5,293 representing a decrease of 26.6 percent. Between the year 2016 and 2022 the number of work permit holders further decreased from 5,293 to 3,850, a decline of 27.3 percent.

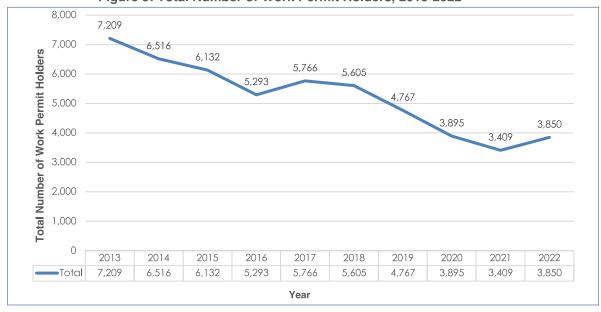
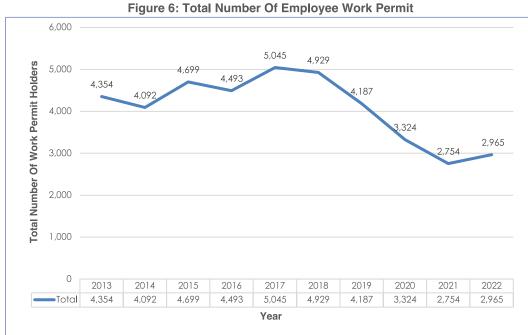


Figure 5: Total Number of Work Permit Holders, 2013-2022

Note: Totals are as at end of December for each year.

#### 8. TREND OF EMPLOYEE WORK PERMIT HOLDERS

**Table 1.9 & Figure 6** below shows trend in total employee work permit holders from the year 2013 to 2022. The trend shows that between the year 2013 and 2014 there was a significant decrease in employee work permit holders, from 4,354 to 4,092, a decrease of 6.0 percent. Between the year 2014 and 2017, the number of work permit holders increased from 4,092 to 5,045, an upsurge of 23.3 percent, while between the years 2017 and 2022 the number of work permit holders further declined from 5,045 in 2017 to 2,965 in 2022, a decrease of 41.2 percent.



Note: Totals are as at end of December for each year

### **TOP 10**

## **Work Permit Holders** by Country of Origin

1,715

Zimbabwe

422

**Other Africa** 

402 **•** 

South Africa

330 Indian Sub-Continent

329

China

<u>180</u>

**Other Asia** 

161

Zambia

103

**Other Countries** 

Table 1.1a: Work Permit Holders by Country of Origin, Type of Permit and Sex, December 2022

		Employees			Self-Employe			Overall Total	
Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	224	60	284	86	32	118	310	92	402
Zimbabwe	1,027	532	1,559	125	31	156	1,152	563	1,715
Zambia	75	56	131	21	9	30	96	65	161
Malawi	55	9	64	5	0	5	60	9	69
Ghana	16	10	26	3	0	3	19	10	29
Other Africa	240	97	337	68	17	85	308	114	422
British	25	5	30	9	6	15	34	11	45
Other Europe	22	12	34	16	4	20	38	16	54
Indian Sub-Continent	125	44	169	115	46	161	240	90	330
China	152	23	175	111	43	154	263	66	329
Other Asia	59	15	74	80	26	106	139	41	180
Other Countries	56	17	73	18	12	30	74	29	103
Not Stated	8	1	9	1	1	2	9	2	11
Total	2,084	881	2,965	658	227	885	2,742	1,108	3,850
Percentage (%) Overall	54.1	22.9	77	17.1	5.9	23	71.2	28.8	100

Table 1.1b: Percentage of Work Permit Holders by Country of Origin, Type of Permit and Sex, December 2022

	Employees				Self-Employe	es	Total		
Nationality	Male	Female	Total	Male	Female	Total	Male	Female	Total
South Africa	10.7	6.8	9.6	13.1	14.1	13.3	11.3	8.3	10.4
Zimbabwe	49.3	60.4	52.6	19.0	13.7	17.6	42.0	50.8	44.5
Zambia	3.6	6.4	4.4	3.2	4.0	3.4	3.5	5.9	4.2
Malawi	2.6	1.0	2.2	0.8	0.0	0.6	2.2	0.8	1.8
Ghana	0.8	1.1	0.9	0.5	0.0	0.3	0.7	0.9	0.8
Other Africa	11.5	11.0	11.4	10.3	7.5	9.6	11.2	10.3	11.0
British	1.2	0.6	1.0	1.4	2.6	1.7	1.2	1.0	1.2
Other Europe	1.1	1.4	1.1	2.4	1.8	2.3	1.4	1.4	1.4
Indian Sub-Continent	6.0	5.0	5.7	17.5	20.3	18.2	8.8	8.1	8.6
China	7.3	2.6	5.9	16.9	18.9	17.4	9.6	6.0	8.5
Other Asia	2.8	1.7	2.5	12.2	11.5	12.0	5.1	3.7	4.7
Other Countries	2.7	1.9	2.5	2.7	5.3	3.4	2.7	2.6	2.7
Not Stated	0.4	0.1	0.3	0.2	0.4	0.2	0.3	0.2	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.2a: Total Work Permit Holders by Age Group, Type of Permit and Sex, December 2022

Table Heat Total We		Employees	3: 5: 5:		elf-Employee	·		Total	
Age	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	57	26	83	31	6	37	88	32	120
25-29	134	71	205	47	22	69	181	93	274
30-34	234	129	363	73	28	101	307	157	464
35-39	336	151	487	73	36	109	409	187	596
40-44	356	169	525	98	32	130	454	201	655
45-49	333	139	472	105	38	143	438	177	615
50-54	276	82	358	97	27	124	373	109	482
55-59	181	62	243	64	21	85	245	83	328
60-64	101	34	135	33	12	45	134	46	180
65-69	43	9	52	20	1	21	63	10	73
70+	25	5	30	15	3	18	40	8	48
Unknown	8	4	12	2	1	3	10	5	15
Total	2,084	881	2,965	658	227	885	2,742	1,108	3,850
Percentage (%) Overall	54.1	22.9	77.0	17.1	5.9	23.0	71.2	28.8	100.0

Table 1.2b: Percentage of Work Permit Holders by Age Group, Type of Permit and Sex, December 2022

		Employees		S	elf-Employee	s		Total	
Age	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than 25	2.7	3.0	2.8	4.7	2.6	4.2	3.2	2.9	3.1
25-29	6.4	8.1	6.9	7.1	9.7	7.8	6.6	8.4	7.1
30-34	11.2	14.6	12.2	11.1	12.3	11.4	11.2	14.2	12.1
35-39	16.1	17.1	16.4	11.1	15.9	12.3	14.9	16.9	15.5
40-44	17.1	19.2	17.7	14.9	14.1	14.7	16.6	18.1	17.0
45-49	16.0	15.8	15.9	16.0	16.7	16.2	16.0	16.0	16.0
50-54	13.2	9.3	12.1	14.7	11.9	14.0	13.6	9.8	12.5
55-59	8.7	7.0	8.2	9.7	9.3	9.6	8.9	7.5	8.5
60-64	4.8	3.9	4.6	5.0	5.3	5.1	4.9	4.2	4.7
65-69	2.1	1.0	1.8	3.0	0.4	2.4	2.3	0.9	1.9
70+	1.2	0.6	1.0	2.3	1.3	2.0	1.5	0.7	1.2
Unknown	0.4	0.5	0.4	0.3	0.4	0.3	0.4	0.5	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.3a: Total Work Permit Holders by Industry, Type of Permit and Sex, December 2022

		Employees			Self-Employe	ees		Total	
Industry	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	612	216	828	22	11	33	634	227	861
Mining and Quarrying	54	3	57	12	2	14	66	5	71
Manufacturing	185	30	215	96	32	128	281	62	343
Electricity & Water	44	2	46	11	4	15	55	6	61
Construction	258	14	272	114	16	130	372	30	402
Wholesale & Retail Trade	67	11	78	223	69	292	290	80	370
Hotels & Restaurant	51	14	65	15	7	22	66	21	87
Transport & Communication	66	2	68	24	6	30	90	8	98
Finance	11	0	11	2	0	2	13	0	13
Real Estate	115	22	137	73	28	101	188	50	238
Education	306	334	640	7	15	22	313	349	662
Health	147	142	289	44	34	78	191	176	367
Other Community	131	36	167	9	1	10	140	37	177
Private Households	1	38	39	0	0	0	1	38	39
Foreign Mission	4	4	8	0	0	0	4	4	8
Not Stated	32	13	45	6	2	8	38	15	53
Total	2,084	881	2,965	658	227	885	2,742	1,108	3,850
Percentage (%) Overall	54.1	22.9	77.0	17.1	5.9	23.0	71.2	28.8	100.0

Table 1.3b: Percentage of Work Permit Holders by Industry and Type of Permit, December 2022

		Employees			Self-Employe	es		Total	
Industry	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	29.4	24.5	27.9	3.3	4.8	3.7	23.1	20.5	22.4
Mining and Quarrying	2.6	0.3	1.9	1.8	0.9	1.6	2.4	0.5	1.8
Manufacturing	8.9	3.4	7.3	14.6	14.1	14.5	10.2	5.6	8.9
Electricity & Water	2.1	0.2	1.6	1.7	1.8	1.7	2	0.5	1.6
Construction	12.4	1.6	9.2	17.3	7	14.7	13.6	2.7	10.4
Wholesale & Retail Trade	3.2	1.2	2.6	33.9	30.4	33	10.6	7.2	9.6
Hotels & Restaurant	2.4	1.6	2.2	2.3	3.1	2.5	2.4	1.9	2.3
Transport & Communication	3.2	0.2	2.3	3.6	2.6	3.4	3.3	0.7	2.5
Finance	0.5	0	0.4	0.3	0	0.2	0.5	0	0.3
Real Estate	5.5	2.5	4.6	11.1	12.3	11.4	6.9	4.5	6.2
Education	14.7	37.9	21.6	1.1	6.6	2.5	11.4	31.5	17.2
Health	7.1	16.1	9.7	6.7	15	8.8	7	15.9	9.5
Other Community	6.3	4.1	5.6	1.4	0.4	1.1	5.1	3.3	4.6
Private Households	0	4.3	1.3	0	0	0	0	3.4	1
Foreign Mission	0.2	0.5	0.3	0	0	0	0.1	0.4	0.2
Not Stated	1.5	1.5	1.5	0.9	0.9	0.9	1.4	1.4	1.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.4a: New and Renewed Employee Work Permit Holders by Occupation, December 2022

		New			Renew	·	Total		
Occupation	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	220	36	256	84	15	99	304	51	355
Professionals	395	178	573	160	89	249	555	267	822
Technicians	207	148	355	75	108	183	282	256	538
Clerks	5	1	6	3	0	3	8	1	9
Service/Sales Workers	32	19	51	16	7	23	48	26	74
Skilled Agri. Workers	9	6	15	3	2	5	12	8	20
Craft Workers	153	10	163	51	8	59	204	18	222
Plant & Machine Operators	36	1	37	21	1	22	57	2	59
Elementary Occupations	522	209	731	60	32	92	582	241	823
Not Stated	17	8	25	15	3	18	32	11	43
Total	1,596	616	2,212	488	265	753	2,084	881	2,965
Percentage (%) Overall	53.8	20.8	74.6	16.5	8.9	25.4	70.3	29.7	100.0

Table 1.4b: Percentage of Work Permit Holders by Occupation, Work Permit Status and Sex, December 2022

	New				Renewal		Total		
Occupation	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers/Administrators	13.8	5.8	11.6	17.2	5.7	13.1	14.6	5.8	12.0
Professionals	24.7	28.9	25.9	32.8	33.6	33.1	26.6	30.3	27.7
Technicians	13.0	24.0	16.0	15.4	40.8	24.3	13.5	29.1	18.1
Clerks	0.3	0.2	0.3	0.6	0.0	0.4	0.4	0.1	0.3
Service/Sales Workers	2.0	3.1	2.3	3.3	2.6	3.1	2.3	3.0	2.5
Skilled Agric. Workers	0.6	1.0	0.7	0.6	0.8	0.7	0.6	0.9	0.7
Craft Workers	9.6	1.6	7.4	10.5	3.0	7.8	9.8	2.0	7.5
Plant & Machine Operators	2.3	0.2	1.7	4.3	0.4	2.9	2.7	0.2	2.0
Elementary Occupations	32.7	33.9	33.0	12.3	12.1	12.2	27.9	27.4	27.8
Not Stated	1.1	1.3	1.1	3.1	1.1	2.4	1.5	1.2	1.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 1.5a: Employee Work Permit Holders by Training and Sex, December 2022

Training	Male	Female	Total
Certificate Holders	145	37	182
Diploma Holders	311	168	479
Degree Holders	706	341	1,047
No Training Stated	922	335	1,257
Total	2,084	881	2,965

Table 1.5b: Percentage of Employee Work Permit Holders by Training and Sex, December 2022

Training	Male	Female	Total
Certificate Holders	7.0	4.2	6.1
Diploma Holders	14.9	19.1	16.2
Degree Holders	33.9	38.7	35.3
No Training Stated	44.2	38.0	42.4
Total	100.0	100.0	100.0

Table 1.6a: Employee Work Permit Holders by Subject of Training and Sex, December 2022

Subject of Training   Made   Female   Total     General Training Programs   11   7   18     Education Training   142   203   345     Fine & Applied Arts   16   3   19     Programs in Languages   12   14   26     Other Humanity Programs   30   9   39     Social & Behavior Science Programs   15   20   35     Commercial, Clerical, Business & Public Administration Programs   118   49   167     Programs in Law   12   7   19     Natural Science Programs   73   19   92     Mathematics & Computer Science Programs   27   9   36     Medicine & Health related Programs   141   135   276     Construction and Trade Programs   47   -   47     Other Craft and Trade Programs   217   12   229     Architectural & Town Planning Programs   217   12   229     Architectural & Town Planning Programs   2   6   28	Table 1.0a. Employee work remit floiders by Subject of Ital			
Education Training   142   203   345     Fine & Applied Arts   16   3   19     Programs in Languages   12   14   26     Other Humanity Programs   30   9   39     Social & Behavior Science Programs   15   20   35     Commercial, Clerical, Business & Public Administration Programs   118   49   167     Programs in Law   12   7   19     Natural Science Programs   73   19   92     Mathematics & Computer Science Programs   27   9   36     Medicine & Health related Programs   27   9   36     Medicine & Health related Programs   47   -   47     Construction and Trade Programs   47   -   47     Other Craft and Trade Programs   217   12   229     Architectural & Town Planning Programs   30   6   36     Agriculture, Forestry & Fishery Programs   2   6   28     Home Economics & Domestic Science Programs   48   11   59	Subject of Training	Male	Female	Total
Fine & Applied Arts   16   3   19     Programs in Languages   12   14   26     Other Humanity Programs   30   9   39     Social & Behavior Science Programs   15   20   35     Commercial, Clerical, Business & Public Administration Programs   118   49   167     Programs in Law   12   7   19     Natural Science Programs   73   19   92     Mathematics & Computer Science Programs   27   9   36     Medicine & Health related Programs   141   135   276     Construction and Trade Programs   47   -   47     Other Craft and Trade Programs   161   20   181     Engineering & allied Programs   217   12   229     Acritectural & Town Planning Programs   30   6   36     Agriculture, Forestry & Fishery Programs   22   6   28     Home Economics & Domestic Science Programs   48   11   59     Mass Communications Programs   48   11 <th< td=""><td>General Training Programs</td><td>11</td><td>7</td><td>18</td></th<>	General Training Programs	11	7	18
Programs in Languages   12   14   26     Other Humanity Programs   30   9   39     Social & Behavior Science Programs   15   20   35     Commercial, Clerical, Business & Public Administration Programs   118   49   167     Programs in Law   12   7   19     Natural Science Programs   12   7   19     Mathematics & Computer Science Programs   27   9   36     Medicine & Health related Programs   141   135   276     Construction and Trade Programs   47   -   47     Other Craft and Trade Programs   161   20   181     Engineering & allied Programs   217   12   229     Architectural & Town Planning Programs   30   6   36     Agriculture, Forestry & Fishery Programs   2   6   28     Home Economics & Domestic Science Programs   4   1   59     Mass Communications Programs   48   11   59     Mass Communication & Documentation   6   2	Education Training	142	203	345
Other Humanity Programs 30 9 39   Social & Behavior Science Programs 15 20 35   Commercial, Clerical, Business & Public Administration Programs 118 49 167   Programs in Law 12 7 19   Natural Science Programs 73 19 92   Mathematics & Computer Science Programs 27 9 36   Medicine & Health related Programs 141 135 276   Construction and Trade Programs 47 - 47   Other Craft and Trade Programs 161 20 181   Engineering & allied Programs 217 12 229   Architectural & Town Planning Programs 30 6 36   Agriculture, Forestry & Fishery Programs 22 6 28   Home Economics & Domestic Science Programs 6 10 16   Transport & Communications Programs 48 11 59   Mass Communication & Documentation 6 2 8   Other Programs 19 3 22   Sub-Total 1,162 546 1,7	Fine & Applied Arts	16	3	19
Social & Behavior Science Programs   15   20   35     Commercial, Clerical, Business & Public Administration Programs   118   49   167     Programs in Law   12   7   19     Natural Science Programs   73   19   92     Mathematics & Computer Science Programs   27   9   36     Medicine & Health related Programs   141   135   276     Construction and Trade Programs   47   -   47     Other Craft and Trade Programs   161   20   181     Engineering & allied Programs   217   12   229     Architectural & Town Planning Programs   30   6   36     Agriculture, Forestry & Fishery Programs   22   6   28     Home Economics & Domestic Science Programs   6   10   16     Transport & Communications Programs   48   11   59     Mass Communication & Documentation   6   2   8     Other Programs   19   3   22     Sub-Total   1,162   546	Programs in Languages	12	14	26
Commercial, Clerical, Business & Public Administration Programs   118   49   167     Programs in Law   12   7   19     Natural Science Programs   73   19   92     Mathematics & Computer Science Programs   27   9   36     Medicine & Health related Programs   141   135   276     Construction and Trade Programs   47   -   47     Other Craft and Trade Programs   161   20   181     Engineering & allied Programs   217   12   229     Architectural & Town Planning Programs   30   6   36     Agriculture, Forestry & Fishery Programs   22   6   28     Home Economics & Domestic Science Programs   6   10   16     Transport & Communications Programs   48   11   59     Mass Communication & Documentation   6   2   8     Other Programs   19   3   22     Sub-Total   1,162   546   1,708     No Training or Training Not Stated   922   335	Other Humanity Programs	30	9	39
Programs in Law   12   7   19     Natural Science Programs   73   19   92     Mathematics & Computer Science Programs   27   9   36     Medicine & Health related Programs   141   135   276     Construction and Trade Programs   47   -   47     Other Craft and Trade Programs   161   20   181     Engineering & allied Programs   217   12   229     Architectural & Town Planning Programs   30   6   36     Agriculture, Forestry & Fishery Programs   22   6   28     Home Economics & Domestic Science Programs   6   10   16     Transport & Communications Programs   48   11   59     Mass Communication & Documentation   6   2   8     Other Programs   19   3   22     Sub-Total   1,162   546   1,708     No Training or Training Not Stated   922   335   1,257	Social & Behavior Science Programs	15	20	35
Natural Science Programs 73 19 92   Mathematics & Computer Science Programs 27 9 36   Medicine & Health related Programs 141 135 276   Construction and Trade Programs 47 - 47   Other Craft and Trade Programs 161 20 181   Engineering & allied Programs 217 12 229   Architectural & Town Planning Programs 30 6 36   Agriculture, Forestry & Fishery Programs 22 6 28   Home Economics & Domestic Science Programs 6 10 16   Transport & Communications Programs 9 1 10   Service Trades Programs 48 11 59   Mass Communication & Documentation 6 2 8   Other Programs 19 3 22   Sub-Total 1,162 546 1,708   No Training or Training Not Stated 922 335 1,257	Commercial, Clerical, Business & Public Administration Programs	118	49	167
Mathematics & Computer Science Programs 27 9 36   Medicine & Health related Programs 141 135 276   Construction and Trade Programs 47 - 47   Other Craft and Trade Programs 161 20 181   Engineering & allied Programs 217 12 229   Architectural & Town Planning Programs 30 6 36   Agriculture, Forestry & Fishery Programs 22 6 28   Home Economics & Domestic Science Programs 6 10 16   Transport & Communications Programs 9 1 10   Service Trades Programs 48 11 59   Mass Communication & Documentation 6 2 8   Other Programs 19 3 22   Sub-Total 1,162 546 1,708   No Training or Training Not Stated 922 335 1,257	Programs in Law	12	7	19
Medicine & Health related Programs 141 135 276   Construction and Trade Programs 47 - 47   Other Craft and Trade Programs 161 20 181   Engineering & allied Programs 217 12 229   Architectural & Town Planning Programs 30 6 36   Agriculture, Forestry & Fishery Programs 22 6 28   Home Economics & Domestic Science Programs 6 10 16   Transport & Communications Programs 9 1 10   Service Trades Programs 48 11 59   Mass Communication & Documentation 6 2 8   Other Programs 19 3 22   Sub-Total 1,162 546 1,708   No Training or Training Not Stated 922 335 1,257	Natural Science Programs	73	19	92
Construction and Trade Programs 47 - 47   Other Craft and Trade Programs 161 20 181   Engineering & allied Programs 217 12 229   Architectural & Town Planning Programs 30 6 36   Agriculture, Forestry & Fishery Programs 22 6 28   Home Economics & Domestic Science Programs 6 10 16   Transport & Communications Programs 9 1 10   Service Trades Programs 48 11 59   Mass Communication & Documentation 6 2 8   Other Programs 19 3 22   Sub-Total 1,162 546 1,708   No Training or Training Not Stated 922 335 1,257	Mathematics & Computer Science Programs	27	9	36
Other Craft and Trade Programs 161 20 181   Engineering & allied Programs 217 12 229   Architectural & Town Planning Programs 30 6 36   Agriculture, Forestry & Fishery Programs 22 6 28   Home Economics & Domestic Science Programs 6 10 16   Transport & Communications Programs 9 1 10   Service Trades Programs 48 11 59   Mass Communication & Documentation 6 2 8   Other Programs 19 3 22   Sub-Total 1,162 546 1,708   No Training or Training Not Stated 922 335 1,257	Medicine & Health related Programs	141	135	276
Engineering & allied Programs 217 12 229   Architectural & Town Planning Programs 30 6 36   Agriculture, Forestry & Fishery Programs 22 6 28   Home Economics & Domestic Science Programs 6 10 16   Transport & Communications Programs 9 1 10   Service Trades Programs 48 11 59   Mass Communication & Documentation 6 2 8   Other Programs 19 3 22   Sub-Total 1,162 546 1,708   No Training or Training Not Stated 922 335 1,257	Construction and Trade Programs	47	-	47
Architectural & Town Planning Programs 30 6 36   Agriculture, Forestry & Fishery Programs 22 6 28   Home Economics & Domestic Science Programs 6 10 16   Transport & Communications Programs 9 1 10   Service Trades Programs 48 11 59   Mass Communication & Documentation 6 2 8   Other Programs 19 3 22   Sub-Total 1,162 546 1,708   No Training or Training Not Stated 922 335 1,257	Other Craft and Trade Programs	161	20	181
Agriculture, Forestry & Fishery Programs 22 6 28   Home Economics & Domestic Science Programs 6 10 16   Transport & Communications Programs 9 1 10   Service Trades Programs 48 11 59   Mass Communication & Documentation 6 2 8   Other Programs 19 3 22   Sub-Total 1,162 546 1,708   No Training or Training Not Stated 922 335 1,257	Engineering & allied Programs	217	12	229
Home Economics & Domestic Science Programs 6 10 16   Transport & Communications Programs 9 1 10   Service Trades Programs 48 11 59   Mass Communication & Documentation 6 2 8   Other Programs 19 3 22   Sub-Total 1,162 546 1,708   No Training or Training Not Stated 922 335 1,257	Architectural & Town Planning Programs	30	6	36
Transport & Communications Programs   9   1   10     Service Trades Programs   48   11   59     Mass Communication & Documentation   6   2   8     Other Programs   19   3   22     Sub-Total   1,162   546   1,708     No Training or Training Not Stated   922   335   1,257	Agriculture, Forestry & Fishery Programs	22	6	28
Service Trades Programs   48   11   59     Mass Communication & Documentation   6   2   8     Other Programs   19   3   22     Sub-Total   1,162   546   1,708     No Training or Training Not Stated   922   335   1,257	Home Economics & Domestic Science Programs	6	10	16
Mass Communication & Documentation   6   2   8     Other Programs   19   3   22     Sub-Total   1,162   546   1,708     No Training or Training Not Stated   922   335   1,257	Transport & Communications Programs	9	1	10
Other Programs   19   3   22     Sub-Total   1,162   546   1,708     No Training or Training Not Stated   922   335   1,257	Service Trades Programs	48	11	59
Sub-Total   1,162   546   1,708     No Training or Training Not Stated   922   335   1,257	Mass Communication & Documentation	6	2	8
No Training or Training Not Stated 922 335 1,257	Other Programs	19	3	22
,,,,,,	Sub-Total	1,162	546	1,708
Total 2,084 881 2,965	No Training or Training Not Stated	922	335	1,257
	Total	2,084	881	2,965

Table 1.6b: Percentage of Employee Work Permit Holders by Subject of Training and Sex, December 2022

Subject of Training	Male	Female	Total
General Training Programs	0.5	0.8	0.6
Education Training	6.8	23	11.6
Fine & Applied Arts	0.8	0.3	0.6
Programs in Languages	0.6	1.6	0.9
Other Humanity Programs	1.4	1	1.3
Social & Behavior Science Programs	0.7	2.3	1.2
Commercial, Clerical, Business & Public Administration Programs	5.7	5.6	5.6
Programs in Law	0.6	0.8	0.6
Natural Science Programs	3.5	2.2	3.1
Mathematics & Computer Science Programs	1.3	1	1.2
Medicine & Health related Programs	6.8	15.3	9.3
Construction and Trade Programs	2.3	-	1.6
Other Craft and Trade Programs	7.7	2.3	6.1
Engineering & allied Programs	10.4	1.4	7.7
Architectural & Town Planning Programs	1.4	0.7	1.2
Agriculture, Forestry & Fishery Programs	1.1	0.7	0.9
Home Economics & Domestic Science Programs	0.3	1.1	0.5
Transport & Communications Programs	0.4	0.1	0.3
Service Trades Programs	2.3	1.2	2
Mass Communication & Documentation	0.3	0.2	0.3
Other Programs	0.9	0.3	0.7
Sub-Total	55.8	62	57.6
No Training or Training Not Stated	44.2	38	42.4
Total	100.0	100.0	100.0

Table 1.7: Quarterly Work Permit Holders by Industry and Sex, First Quarter 2022 - Fourth Quarter 2022

	1 <sup>st</sup> Quarter (March 2022)			2 <sup>nd</sup> Quarter (June 2022)			3 <sup>rd</sup> Quarter (September 2022)			4 <sup>rd</sup> Quarter (December 2022)			
Industry	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Agriculture	708	230	938	722	236	958	670	235	905	634	227	861	
Mining & Quarrying	58	4	62	82	5	87	73	5	78	66	5	71	
Manufacturing	250	51	301	281	60	341	280	65	345	281	62	343	
Electricity & Water	62	6	68	55	6	61	49	7	56	55	6	61	
Construction	496	27	523	486	28	514	416	29	445	372	30	402	
Wholesale & Retail Trade	242	59	301	245	63	308	268	72	340	290	80	370	
Hotels & Restaurant	72	32	104	55	26	81	54	23	77	66	21	87	
Transport & Communication	69	15	84	85	14	99	89	11	100	90	8	98	
Finance	21	5	26	16	1	17	15	0	15	13	0	13	
Real Estate	201	54	255	215	54	269	198	49	247	188	50	238	
Education	263	244	507	264	262	526	257	271	528	313	349	662	
Health	154	135	289	169	153	322	170	152	322	191	176	367	
Other Community	74	23	97	104	29	133	98	33	131	140	37	177	
Private Households	1	15	16	1	21	22	1	26	27	1	38	39	
Foreign Mission	4	4	8	4	7	11	4	5	9	4	4	8	
Not Stated	37	16	53	38	14	52	38	17	55	38	15	53	
Total	2,712	920	3,632	2,821	979	3,801	2,680	1,000	3,680	2,742	1108	3,850	
Quarter to Quarter % Change	6.1	7.9	6.5	4	6.4	4.7	-5	2.1	-3.2	2.3	10.8	4.6	

Note: Totals are as at end of December for each year.

Table 1.8: Total Work Permit Holders by Industry and Year, 2013 – 2022

Industry	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Agriculture	1,612	1,322	1,552	1,546	1,826	1,61	1,315	930	859	861
Mining & Quarrying	106	104	105	96	122	86	65	66	56	71
Manufacturing	491	526	522	475	498	516	410	368	277	343
Electricity & Water	48	50	52	48	72	114	104	69	63	61
Construction	1,245	1,185	1,062	804	748	649	575	495	516	402
Wholesale & Retail Trade	1,129	944	668	423	412	374	302	269	262	370
Hotels & Restaurant	200	216	201	176	178	154	132	122	101	87
Transport & Communication	391	369	337	274	258	176	138	104	84	98
Finance	72	82	73	84	97	86	66	38	28	13
Real Estate	916	693	523	468	429	376	331	283	233	238
Education	474	476	493	417	608	880	749	604	471	662
Health	225	227	239	210	217	284	301	283	278	367
Other Community	252	226	207	172	196	207	191	157	101	177
Private Households	10	21	21	24	25	26	27	27	15	39
Foreign Mission	14	75	34	25	22	18	14	17	9	8
Not Stated	24	-	43	51	58	49	44	65	58	53
Total	7,209	6,516	6,132	5,293	5,766	5,605	4,767	3,895	3,409	3,850

Note: Totals are as at end of December for each year.

Table 1.9: Total Employee Work Permit Holders by Occupation and Year, 2013 – 2022

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Occupation	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Managers/Administrators	639	794	887	841	844	746	583	496	411	355
Professionals	679	779	954	915	1,067	1,176	1,04	854	701	822
Technicians	760	552	593	597	707	862	758	591	472	538
Clerks	8	3	5	9	8	9	16	12	8	9
Service/Sales Workers	90	69	78	86	102	103	86	86	59	74
Skilled Agricultural Workers	37	52	71	86	99	81	64	28	16	20
Craft Workers	456	469	521	417	395	371	350	311	218	222
Plant & Machine Operators	261	214	194	138	144	104	81	64	49	59
Elementary Occupations	1,41	1,122	1,368	1,373	1,643	1,449	1,177	830	769	823
Other	14	38	28	31	36	28	32	52	51	43
Total	4,354	4,092	4,699	4,493	5,045	4,929	4,187	3,324	2,754	2,965

**Note:** Totals are as at end of December for each year.



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